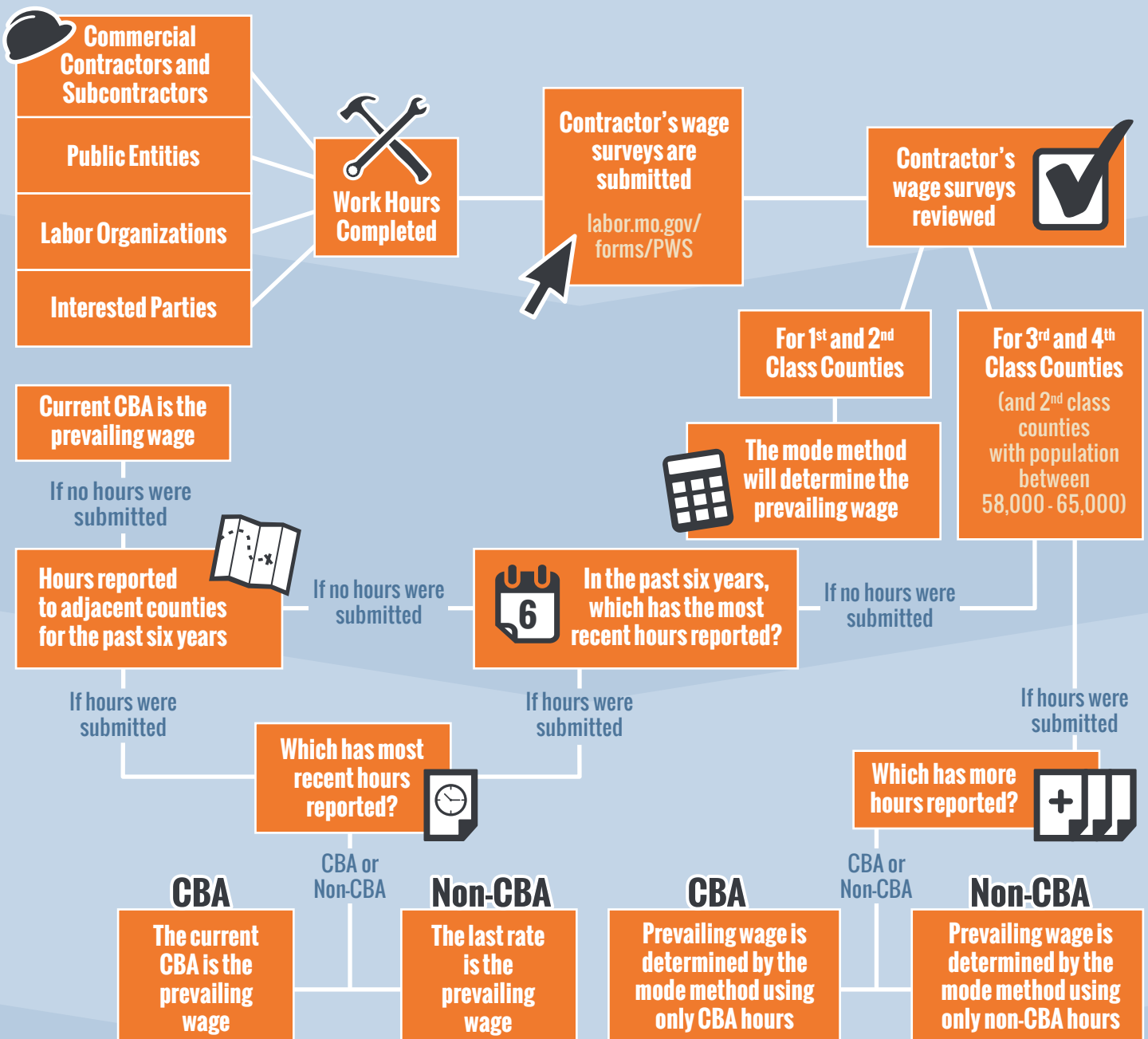
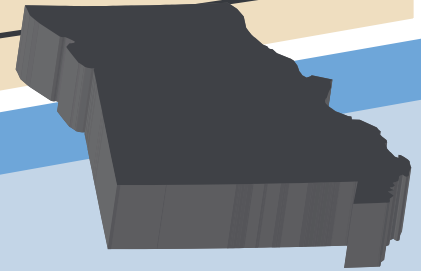


# HOW THE PREVAILING WAGE IS DETERMINED

The Annual Wage Order is filed with the Secretary of State on or before March 10, which will begin the 30 day objection period.



LABOR.MO.GOV/DLS/PREVAILINGWAGE



Missouri's Prevailing Wage Law preserves local wage rates by establishing a minimum wage rate that must be paid to workers on public works construction projects, such as bridges, roads, and government buildings, in Missouri.

The prevailing wage rate differs by county and occupational title.

The prevailing wage applies to all public works projects constructed by or on behalf of state and local public bodies.

The Missouri Prevailing Wage is established based on the participation of public entities, commercial contractors, labor organizations, and interested parties. As hours of work are completed, a contractor should submit a "Contractor's Wage Survey" to the Division of Labor Standards

### **How the prevailing wage is determined in first and second class counties:**

If hours are submitted for a calendar year through the Contractor's Wage Survey, DLS will select the wage rate that is used the most to set the prevailing wage for each occupational title in each county.

If no hours are submitted for an occupational title in first and second class counties (with populations outside the range of 58,000 – 65,000), the current Collective Bargaining Agreement (CBA) will be the prevailing wage for that occupational title in that county.

### **How the prevailing wage is determined in third and fourth class counties and second class counties with populations between 58,000 and 65,000 :**

If hours are submitted for an occupational title

The DLS must separate the hours by CBA and non-CBA

- Based on the grouping with the most submitted hours, the DLS will determine the prevailing wage based on the mode.

If no hours are submitted for an occupational title

The DLS must review the previous six years of hours submitted for the occupational title

- If the most recent prevailing wage was determined by the CBA, then the current CBA is the prevailing wage.
- If the most recent prevailing wage was determined by a non-CBA rate, then that rate becomes the prevailing wage.

If no hours have been submitted during the previous six years for an occupational title, then the DLS must review all hours submitted by all third and fourth class counties that share a border.

The most recently reported wage rate in the adjacent county with the most reported hours will be used to determine the prevailing wage based on:

- If the most recent prevailing wage was determined by the CBA, then the CBA is the prevailing wage.
- If the most recent prevailing wage was determined by a non-CBA, then the most recent year's most commonly reported non-CBA will become the prevailing wage.

If no hours have been submitted for an occupational title within an adjacent county during the previous six years, the current CBA will become the prevailing wage for that occupational title in that county.

**The Missouri Department of Labor encourages all contractors and sub-contractors working on public works projects and commercial construction to submit a Contractor's Wage Survey as hours of work are completed.**

To submit the Contractor's Wage Survey electronically, visit [www.labor.mo.gov/forms/PWS](http://www.labor.mo.gov/forms/PWS) or submit a Form LS-04 in paper format.

To participate in the survey process for public works, contractors, and/or subcontractors, visit [www.labor.mo.gov/DLS/PrevailingWage](http://www.labor.mo.gov/DLS/PrevailingWage).

For questions about Missouri's Prevailing Wage or the Contractor's Wage Survey, e-mail us at [laborstandards@labor.mo.gov](mailto:laborstandards@labor.mo.gov) or call 573-751-3403.

